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ABSTRACT

A study was conducted in Europe to determine what occupations and job skills are involved in the rehabilitation of architecturally significant buildings and in the restoration of monuments. Final reports were received from Belgium, France, and Italy. Experience in Belgium shows that there are specific provisions for restoration works, whereas rehabilitation works are governed by the usual construction regulations. Firms that want to do restoration work register with various political bodies. Trends in that country point to a gradual increase in rehabilitation and restoration work and a demand for higher-level occupational skills. Masons, stone cutters, carpenters, roofers, and stucco workers predominated among categories of workers. In France, state intervention relates to the restoration of historic monuments and the rehabilitation of popular dwellings for which financial incentives are available. Many firms are active in rehabilitation but do not have specific competencies needed for this purpose, whereas firms in restoration are more tightly regulated. Rehabilitation currently is the top construction category in France, and new training is in the preliminary stages in schools there. The Italian study shows that an increasing percentage of the building there is also in rehabilitation, for which tax incentives exist. Most job training is on site. (KC)

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# EUROPEAN RESEARCH INTO OCCUPATIONAL PROFILES IN THE CONSERVATION OF THE ARCHITECTURAL HERITAGE

1.
The building boom in the period after the war and especially in the 1950s and 1960s profoundly changed the building industry with a massive influx of new standardized and industrialized building methods and new materials and techniques: this has led in turn to far-reaching changes in the types of occupations involved in this industry. The influx into the industry of workers and craftsmen proficient in the new procedures has gone together with a gradual loss of knowledge of and expertise in traditional techniques with a widespread impoverishment of workers' craftsmanship and creative abilities.

The complex web of economic and social changes during this period in European countries has also entailed major changes to the manmade environment, especially in towns and cities, where modernization needs and inadequate cultural reflection of these changes in planning and administrative sciences have led to irreversibly destructive action in many urban settings, many of which had retained, up to this period, historic buildings with a considerable degree of consistency.

These changes have in particular affected minor historic buildings such as the fabric of residential and non-monumental buildings to be found in most European cities: in many historic districts "urban renewal", very much in vogue after the war, has reflected the victory of the "modern city" over the "old city".

There are many examples of this process which has led to the loss of significant historical sites with a wealth of urban values: these include Brussels where there is very little of the old city left, Cologne where the "castrum" dating back to Roman times was swept away in the general postwar reconstruction of the city, Les Halles in Paris and so on. Over and

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above these macroscopic examples, more widespread - and consequently less evident - destruction has taken place in historic districts where typical buildings have been demolished and rebuilt.

Recent years have seen the beginnings of a reversal of this trend in European countries with greater attention being paid to the conservation of historic centres, the renovation of pre-modern buildings and the protection and restoration of monuments decaying as a result of mass consumption and industrial growth.

This new trend in the building industry, which is also linked to market and speculative developments, has led in some European countries to a shift towards maintenance, restructuring, renovation and restoration works which - in Italy and France for instance - have accounted in recent years for approximately half of all residential building works.

This situation is bringing with it new requirements as regards the qualifications and skills of workers employed in the building production process. Traditional manual abilities are being placed on a par with the skills required for highly specialized and mechanized production, where skills are fragmented in an industrial way: this is producing a widespread demand - which is difficult to quantify - for knowledge and expertise in a wide range of materials and techniques used in pre-modern building and for trades connected with building which have now more or less disappeared and which have more to do with craftsmanship than industrial production. At the same time the organization and conduct of renovation and restoration works require - in comparison with new building work - different types, modes and methods of work, cooperation among workers in different disciplines, expertise in the conservation of structures and materials, greater sensitivity and manual dexterity in carrying out work, etc.

If the skills and expertise needed to carry out work on historic architecture are to be updated account must also be taken of the new technologies and new materials used in conservation.

The EEC Member States have yet to find satisfactory solutions as regards the training which needs to be set in motion to meet these new labour market trends: continuing training or retraining schemes carried out on the job seem to be the only solutions which have so far been found, although this needs to be verified.

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CEDEFOP's research project "Structure of jobs and skills in the architectural heritage renovation and restoration sector" is located in this complex context where the changes taking place mean that trends often seem to be distinct and indistinct at one and the same time.

2.
The research organized by CEDEFOP on the "Structure of jobs and skills in the architectural heritage renovation and restoration sector" is part of work on occupational profiles which will lead to an inventory of comparative occupational profiles in the environmental sector in general: as in other fields where research of this type has been concluded (for instance in the environmental design, iron and steel, chemical industry and tourism sectors), the aim of the research is to obtain a "photograph" of the employment and occupational situation in a number of sample EEC Member States in areas which have undergone substantial change in recent years as well as information from which an inventory of occupational profiles can be drawn up.

3.
The research project was launched in 1990, initially covering the following EEC Member States: Belgium, France, Germany, Italy, United Kingdom and Spain.

4.
An initial draft "specification" for the conduct of the research, sent out to those involved at the end of September, provided an initial opportunity for standardization and reflection. This initial draft set out the objectives, content and methods of the research and a general plan of the work to be undertaken.

According to this initial outline two sectors were to be included in the scope of the research, i.e. the rehabilitation of the architectural heritage and the restoration of monuments. The planning document also specified that CEDEFOP would use this information to:

- draw up a list of functions;
- analyse trends within occupations and skills to provide guidelines for vocational training;
- analyse which profiles and occupations had common areas and which were highly specific;
- define, on the basis of the above information, a number of skills known as "core skills".

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5.
The first meeting of those involved in the project took place in Madrid on 13 and 14 November 1990, organized jointly by CEDEFOP and FEPMA (Fundación para la Ecologia y la Protección del Medio Ambiente).

At this initial meeting the various issued raised in the research planning document were discussed in detail and some amendments meeting with participants' approval were made.

It was decided, for instance, that the scope of investigation of the research should cover solely the architectural rehabilitation and restoration sector, the term "rehabilitation" being taken to mean all those operations undertaken to renovate buildings and historic architectural works so that the best possible use can be made of them and the term "restoration" being taken to mean all those operations admissible in respect of artistic buildings and monuments.

While differentiating between these terms, it was recognized that works to rehabilitate and restore the architectural heritage cannot be separated from the point of view of theory and methods and that any classification of rehabilitation as second-class restoration should be avoided.

As regards occupational profiles, it was also decided at the Madrid meeting to exclude profiles, skills and occupations following on from university education (for instance engineers and architects) from the project, focusing attention on all other occupations and in particular those involving practical and manual work.

A systematic grid for classifying occupations and occupational profiles on the basis of the fundamental types of building work (i.e. masonry, carpentry, plumbing, painting, joinery, etc.), put forward by the French representatives, was also formulated at this meeting.

6.
Researchers were greatly helped by the despatch at the beginning of the project (January 1991) of a draft questionnaire drawn up by the Fédération des Entrepreneurs Généraux de la Construction of Brussels (responsible for the Belgian study) to be sent out to firms working in the architectural rehabilitation and restoration sector. The questionnaire was structured so that it offered an opportunity to comment on the training needs of the various occupational categories involved with the types of work defined at the Madrid meeting. The aim of the Brussels questionnaire, in addition to

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defining training needs, was to gain knowledge about the relative proportions of firms' new building and rehabilitation and restoration work: building firms seem to be in a common situation - probably throughout the EEC Member States - i.e. the same firms are generally active in both modern building and rehabilitation and restoration works.

7.
According to the research schedule, an interim report was to be submitted at the end of April 1991 after an initial drafting period.

The findings of the interim reports and the problems encountered by researchers were discussed at a second meeting organized by CEDEFOP and ENAIP - Ente Nazionale ACLI Istruzione Professionale (responsible for the Italian study) - held in Rome on 29-31 May.

This meeting was attended by those directly responsible for the Belgian, German, Italian, British and Spanish studies and by many other workers and specialists representing Italian and European institutes and agencies involved in the vocational training and restoration sectors.

The initial findings of the reports on the various countries were summarized and discussed at this meeting.

Bearing in mind that findings would need to be harmonized at the end of the research, the British presented a plan for the common classification of occupational profiles representing the final outcome of the research. The method proposed was to create a framework able to group, for each occupational profile, both a description of the circumstances, contingencies and problems with which workers are expected to deal and the techniques and knowledge which workers must possess to respond to these.

This framework, following changes made after discussion, was structured in four dimensions, defined as follows:

a. functional classes of activity applying to each of the areas of work;
b. main areas of work;
c. circumstances and contingencies with which workers have to deal depending on the type of worker and the limitations and demands created by their jobs in rehabilitation and restoration;
d. techniques and knowledge which workers are expected to apply in dealing with the circumstances and contingencies identified.

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The first two dimensions would obviously be common to all the reports, especially the "areas of work" corresponding to the list already agreed at the Madrid meeting; the other two dimensions would be specific to each country since labour markets and labour organization differ from country to country.

The adoption of this method highlighted the need for a further document, to be drafted after the preparation of the national research reports, forming the basis for the final synthesis report.

The final day of the Rome meeting took the form of a round table attended by the outside experts mentioned above as well as those responsible for the national studies. During this round table, the various research and training projects and activities of those institutes and agencies attending were presented. The Centre INFFO presented the "Draft Inventory of Training Centres for the Restoration of the Architectural and Decorative Heritage of European Countries" to be undertaken on behalf of the Council of Europe's "Réseau Européen des métiers du patrimoine".

8.
At the time of writing of this issue of CEDEFOP Flash, CEDEFOP has received three final reports (Belgium, France and Italy) whose findings are summarized briefly below.

9.
In Belgium there are specific provisions exclusively for restoration works, while rehabilitation works are subject to the normal regulations governing new construction work. This raises, among other things, particular problems in analysing statistics on the rehabilitation and restoration sector since rehabilitation is in most cases included in modern construction.

A range of procedures apply to works on listed buildings ("bâtiments classés"): listed buildings are those which have outstanding architectural features and on which no works may be carried out without the prior agreement of the "Monuments and Sites Commission". The State subsidizes up to 80% of the expenditure incurred in respect of works to restore privately owned listed buildings, although owners are under no obligation to carry out such works: once the restoration procedure has been set in motion, owners are obliged to call for tenders from firms authorized to undertake restoration work.

Firms obtain this authorization by registering in the architectural

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restoration category (shown by the abbreviation D24) after an ad hoc committee has ascertained that they satisfy a number of predetermined criteria.

Following the division of the country into Regions and Communities, these bodies took over responsibility for restoration ventures and may legislate freely in this sector.

From the point of view of employment, accurate figures for these sectors cannot be calculated from the statistics available since they refer to overall employment by categories of firms. More precise data, taken from the number of applications for building permits, make it possible to evaluate the proportion of building activities for which rehabilitation works account and changes over the last ten years: this analysis shows that trends have been relatively stable over the last ten years in the three Regions (Flemish Region, Walloon Region and Brussels Region) as regards rehabilitation works. In 1989, the most recent year for which statistics are available, the proportion of the total for which rehabilitation works accounted varied from region to region: in the Flemish Region the ratio between applications for rehabilitation and applications for new building varied on average from 1 to 2 for non-residential buildings and from 1 to more than 3 for residential buildings; in the Walloon Region this ratio varied from 1 to 3 in the first case and from 1 to 2 in the second case; in the Brussels Region the figures were more or less identical in the first case and varied from 1 to 3 in the second case. At national level, these figures show that rehabilitation works account for a substantial proportion of the building industry market, ranging from some 30% up to as much as 50% depending on the sector.

An investigation conducted among firms active in the rehabilitation and restoration sector provided interesting information about market trends and in particular occupations, occupational profiles and training. The findings of this investigation showed a gradual increase in the importance of rehabilitation and restoration works, a demand for higher-level occupational skills in these sectors than in new building works and the need for firms to review work organization systems when involved in rehabilitation and restoration works. Masons, stone cutters, carpenters, roof workers and stucco workers predominated among the various categories of workers.

Firms acknowledge that skills are generally inadequate and that the required level cannot be achieved through basic training.

Most training in Belgium take place in schools and, in the building sector,

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includes a maximum of six years of training from the age of 12 onwards: after the fourth and sixth year it is possible to opt for a year of specialization in the restoration and rehabilitation sector. The investigation showed that firms, faced with the shortcomings of this school education, organize refresher or continuing training courses either independently or with State help: the need for continuing training is generally acknowledged and some of the larger firms devote part of their budget to such training.

Recent experience at the Château de Fayenbois European Training Centre has made it possible to assess the feasibility of a two-year architectural restoration training scheme conducted as a site-school: this formula, used for the training of young people, is also seen as a valid way of training adults and the possibility of extending this experiment to other areas of Belgium is currently being studied.

10.
State intervention in France relates to the restoration and protection of historic monuments and the rehabilitation of popular dwellings (in French "habitat social") for which financial incentives are available. Historic monuments are those included in a list (list of "monuments classés") for which the State subsidizes 50% of the cost of restoration works; a further list (of "monuments inscrits") includes historic buildings of lesser importance for which the State subsidizes 25% of the cost of works.

Of the 330 000 or so building firms in the industry, many are active in the rehabilitation sector but do not have the specific competences or structures needed for this purpose: it is widely felt that the competences required by the rehabilitation sector are very different from those needed for new building work. Firms involved in the restoration of historic monuments are subject to a system of supervision and registration in a special category: category 15, "Historic Monuments", in which only 120 firms are currently registered.

Registration in this category is subject to prior experience of restoration works on monuments. These firms are then guaranteed the whole of the share of the restoration market.

It should be added, however, that while the share of the restoration market is growing slowly in terms of quantity because of the availability of State funds, the rehabilitation market is expanding rapidly because of developments in cultural trends and lifestyles and population changes. For these reasons, the rehabilitation market currently occupies top position

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among the types of work carried out in the building industry, accounting for some 50% of the total. In the rehabilitation sector, the State administers an aid fund for the improvement of dwellings to which disadvantaged population groups have special access and offers other grants to owners and landlords for improvement works.

From the point of view of occupations, workers in France in the restoration sector receive only limited recognition in a few traditional trades such as stone cutting, carpentry and roof repairs: the skills and training of other workers form a single block of competences in the rehabilitation and new building sector. The various tables set out in collective agreements for the building industry (the most recent in 1990) which classify the qualifications and trades of the workforce employed in the building industry make no provision for restoration and rehabilitation knowledge and expertise.

Initial vocational training diplomas do not include particular specializations in rehabilitation and restoration: under the French system such competences are considered to be additional competences, i.e. as deeper knowledge of a basic trade leading to a subsequent specialization. Over and above education at school, particular emphasis is placed in this sector on apprenticeship on site which takes place as "mentoring", a kind of apprenticeship which helps to develop, through a particular spirit of work and practical exercises for the production of an end "product", craft skills in traditional building trades which are widely needed in restoration works: to such an extent that almost all works on "historic monuments" are in the hands of workers who have completed periods of apprenticeship with "mentors".

Only a small number of workers can, however, be trained via this route with the result that site experience gained over a period of time is now seen as valid training for the achievement of the necessary qualification. New approaches to training, currently at the design stage, include the creation of supplementary qualifications following on from basic school education to be included in the training curricula administered by the State educational authorities.

11.
The Italian research report has two strands: on the one hand, bibliographical research into general aspects of the situation in the fields of rehabilitation of historic centres, architectural restoration and training in these sectors and, on the other hand, "field" research through direct or indirect surveys of expert operators and entrepreneurs.

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The Italian study starts with a brief introduction looking at methods (relating to the main definitions used in the text) and statistics and economics; as regards statistics and economics it has to be borne in mind that figures for architectural rehabilitation and restoration are difficult to extrapolate from the statistics. The "restoration" category which appears in the statistical surveys does not correspond to the category dealt with in the research since it includes any works on buildings (and therefore, for instance, maintenance works on modern buildings).

While bearing these limitations in mind, an interesting fact emerging from the figures is that works on existing buildings account for an increasing proportion of the total for the building industry in Italy: between 1981 and 1987 the "rehabilitation" sector increased from 42% to 48% of the total.

In the chapter analysing Italian legislation on the restoration and rehabilitation of the architectural heritage, as well as looking at basic legislation to protect the historic and artistic heritage, the study looks in detail at those legislative measures setting out State and local authority incentives for restoration and rehabilitation works.

The introduction in 1978 (Law 457) of a reduction in value added tax in respect of works to rehabilitate the existing architectural heritage has been a significant development in this field: this reduction was previously applicable only to new buildings with the result that in 1978 legislation also started to reflect the reversal of the trend taking place in the building industry.

The analysis contained in this chapter also covers the regulations on restoration and rehabilitation works issued by the public authorities responsible for the artistic and monumental heritage: these regulations, while not universally binding, are nowadays a basic cultural reference in Italy.

The chapter on workers' training looks at the various training routes currently being followed by workers in this industry. As borne out by the findings of the survey and interviews with building firms, on-site training and direct on-the-job training are the most frequent routes via which workers gain operating expertise. Trade unions and employers in this industry have been aware for the last ten or so years that suitable facilities (the "building schools") need to be set up to train workers and craftsmen: a number of training ventures connected with restoration and rehabilitation have been run over this period but have up to now involved only a relatively

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small number of people. Vocational training agencies receiving funding from Regions are also active in this sector which seems, in overall terms, to be excessively fragmentary in Italy.

From the point of view of occupational profiles, there are three different levels in Italy: those recognized by the national collective labour agreement for the building industry which regulates pay levels and market specialization categories, those of vocational training which do not always correspond to the first group but are theoretically valid and those proposed by the "supervisory" authorities for restoration which have particular working - and therefore training - needs, especially of a manual and craft type. A particularly important point is stressed by way of conclusion: the 1987 national agreement was the first to mention occupations linked specifically to architectural rehabilitation and restoration.

Various notes relating to firms' activities in the various sectors of the building industry, personnel composition, personnel training and so on are added in the chapter analysing the findings of the direct survey, which were of great use in drafting the final report.

12.
The classifications of occupational profiles and their related training curricula emerging from the research conducted in the various Member States should enable CEDEFOP to define the competences of each occupational profile with sufficient clarity and summarize them at European level.

Before concluding this synthesis work, CEDEFOP and the authors of the national reports will have the opportunity to compare and discuss the findings of this research in detail at a meeting to be held in Toulouse (France) organized by the Comité Central de Coordination de l'Apprentissage du Bâtiment et des Travaux Publics of Paris.

13.
Once CEDEFOP has finished the synthesis report, it will be translated into three languages and disseminated among organizations involved with training in the Member States of the EEC.

The final national reports will also be translated into two languages and published by CEDEFOP.

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14.
The results of the project will be presented at a conference scheduled for April 1992 at the European Centre for the Training of Craftsmen for the Conservation of the Architectural Heritage of San Servolo (Venice) whose management, with many years of experience of training, provided considerable help with the conduct of the research. National and international vocational training experts and training institutions interested in the mobility of their trainees and trainers throughout Europe will be invited to attend this conference.

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